
GSSG Irrelevance to Panel Decisionmaking

Panel classification authority

RPES panels are delegated specific authority to determine the grade level value of *research and research leadership* duties performed by all Category 1 positions, including Research Leaders and other supervisory research positions. Panels fulfill this authority by applying criteria of the OPM Research Grade Evaluation Guide (RGEG).

The grade level of *supervisory and managerial duties* performed by Research Leaders and other supervisory Category 1 positions is determined by servicing Human Resources Specialists applying criteria of the OPM General Schedule Supervisory Guide (GSSG).

Restriction on panel authority

Panels are **not** permitted to consider a position's GSSG grade level when applying the RGEG. The RGEG and GSSG are totally separate standards, grading criteria are completely different, and there is no relationship between them. Grade level determinations are arrived at independently, i.e., application of one standard in no way affects application of the other.

How is confusion avoided?

There is obvious potential for confusion when reviewing a supervisory Category 1 position. This is addressed in two ways:

- The Research Position Evaluation Staff always annotates case listings to specify both the RGEG and the GSSG grade level of supervisory positions being reviewed. This helps panels focus on applying RGEG criteria to the research and research leadership component of the position.
- The Upgrade (UPG) panel decision option was adopted to replace the previously used Promote (PRO) option. This accommodates situations where a position's "going in" GSSG grade is higher than the grade for the research component. If the panel upgrades the research component of the position, the overall grade does not change, so promotion of the incumbent does not occur.

For details on mixed position classification policy, see "Classification Policy."